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Central Intelligence Agency

Washington, D.C. 20505

1 February 1982

The Honorable Joan M. Clark
Director General, Foreign Service
and Director of Personnel
Department of State
Washington, D. C. 20520

Dear Ms. Clark:

As agreed, enclosed is a copy of the overseas compensation study conducted for the Central Intelligence Agency by the consulting firm of Towers, Perrin, Forster and Crosby (TPF&C). We greatly appreciated your fine cooperation in this effort and wanted to share the results with you.

As you know, this study included interviews with employees in four key occupational areas at nine overseas locations. Since this was a Community-wide effort, positions in the Defense Intelligence Agency and the National Security Agency were included along with yours and ours. 25X1

We are presently studying the conclusions and recommendations and sent reports to the appropriate committees of the Congress and the Office of Management and Budget on 29 January 1982.

If after your review you should have questions or suggestions, please pass them on to [redacted] of my staff who is serving as Project Manager. [redacted] can be reached at [redacted] 25X1 25X1

Sincerely,

[redacted] 25X1

James N. Glerum
Director of Personnel

Enclosure
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Individual portions of the document are unclassified; however, the aggregate is classified Confidential when separated from Secret enclosure.

[redacted]

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